

SECOND REGULAR SESSION
SENATE COMMITTEE SUBSTITUTE FOR
SENATE BILL NO. 1086
93RD GENERAL ASSEMBLY

Reported from the Committee on Economic Development, Tourism and Local Government, March 15, 2006, with recommendation that the Senate Committee Substitute do pass and be placed on the Consent Calendar.

4361S.05C

TERRY L. SPIELER, Secretary.

AN ACT

To repeal section 84.160, RSMo, and to enact in lieu thereof one new section relating to maximum amounts of compensation for police officers, with an emergency clause.

Be it enacted by the General Assembly of the State of Missouri, as follows:

Section A. Section 84.160, RSMo, is repealed and one new section enacted
2 in lieu thereof, to be known as section 84.160, to read as follows:

84.160. 1. Based upon rank [and length of service, the board of police
2 commissioners may authorize maximum amounts of compensation for members
3 of the police force in accordance with the following tables. The amounts of
4 compensation set out in the following tables shall be the maximum amount of
5 compensation payable to commissioned employees in each of the categories, except
6 as expressly provided in this section], **step placement, and periodic salary**
7 **reviews conducted under this section, the board of police**
8 **commissioners may authorize maximum salary or wage amounts for**
9 **exempt and non-exempt commissioned members of the police force in**
10 **accordance with the table in subsection 4 of this section. The salary or**
11 **wage amounts set out in the table in subsection 4 of this section may be**
12 **the amount of salary or wage payable to commissioned employees in**
13 **each of the ranks, except as expressly provided in this section.**

14 2. As used in this section, the following terms mean:

15 (1) "Compa ratio", the ratio of an actual pay rate to the midpoint
16 for the associated salary spread. Compa ratios are used primarily to
17 compare an individual's rate of pay to the midpoint of a range;

18 (2) "Maximum", the highest or top step in a salary or wage range;

19 (3) "Midpoint", the average between the maximum and the

EXPLANATION—Matter enclosed in bold-faced brackets [thus] in this bill is not enacted and is intended to be omitted in the law.

20 minimum in the salary range;

21 (4) "Minimum", the lowest or bottom step in a salary or wage
22 range;

23 (5) "Salary or wage analysis", the process by which a consulting
24 firm, which specializes in compensation planning using industry
25 standard practices, reviews the table to determine accurate market
26 salary or wage rates for use as minimums and maximums in the
27 table. This review is conducted by analyzing and comparing the
28 minimums and maximums in the table with the same positions in other
29 comparable police departments;

30 (6) "Table", a chart establishing the minimum and maximum
31 annual amounts of salary or wage that commissioned officers may be
32 paid. The table is based on a commissioned officer's rank and step
33 placement, which is derived from data obtained through a salary or
34 wage analysis;

35 (7) "Salary spread", the range, or numerical difference, between
36 the minimum and the maximum figures in the table for each rank;

37 (8) "Steps", the actual annual salary or wage amounts, or values,
38 found in the table between the minimum and maximum amount for
39 each rank. Every amount represents a distinct step within each rank.
40 A step is not defined as, nor does it correspond to, a commissioned
41 officer's years of service.

42 [2.] 3. From July 1, 2005, until June 30, 2006:

43 SALARY MATRIX-POLICE OFFICER THROUGH CHIEF OF POLICE-FISCAL YEAR

44							Asst.		
45		P.O.	Sgt.	Lieut.	Capt.	Maj.	Lt. Col.	Chief	Chief
46	Yrs.	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary
47	0	34331							
48	1	35532							
49	2	36643							
50	3	38706							
51	4	39727							
52	5	41053	49445						
53	6	42379	49591						
54	7	44923	52550	57626					

55	8	46748	54679	59955					
56	9	48638	56878	62361	67793				
57	10	48807	57045	62528	67961				
58	11	49335	57213	62694	68129	74370			
59	12	49511	57379	62863	68296	74538	76479	80388	95054
60	13	49677	57547	63030	68464	74703	79023	82932	95387
61	14	49843	57715	63197	68630	74871	79189	83099	95721
62	15	50012	57881	63364	68797	75038	79358	83268	96055
63	16	50178	58048	63530	68964	75206	79524	83433	96390
64	17	50347	58216	63699	69132	75374	79693	83602	96724
65	18	50513	58383	63866	69369	75539	79858	83768	97057
66	19	50679	58550	64034	69466	75707	80025	83934	97393
67	20	50847	58717	64200	69633	75875	80193	84104	97728
68	21	51014	58883	64367	69800	76042	80360	84269	98061
69	22	51181	59052	64535	69967	76208	80529	84437	98395
70	23	51349	59219	64702	70135	76375	80694	84604	98730
71	24	51515	59385	64870	70302	76542	80864	84771	99062
72	25	51683	59553	65036	70470	76711	81029	84940	99398
73	26	51850	59719	65203	70637	76878	81196	85105	99733
74	27	52019	59888	65371	70803	77044	81365	85273	100068
75	28	52185	60055	65538	70971	77210	81530	85438	100402
76	29	52351	60221	65703	71138	77379	81699	85607	100734
77	30	52518	60389	65872	71303	77546	81864	85776	101070.

78 **The provisions of this subsection shall expire on June 26, 2006.**

79 **4. Beginning June 26, 2006:**

80 **SALARY TABLE-POLICE OFFICER THROUGH CHIEF OF POLICE-FISCAL YEAR**

81								Asst.	
82		P.O.	Sgt.	Lieut.	Capt.	Maj.	Lt. Col.	Chief	Chief
83	Yrs.	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary
84	0	34331							
85	1	38568							
86	2	39813							

87	3	42124							
88	4	43268							
89	5	44754	48095						
90	6	46239	48388						
91	7	49090	54327	57626					
92	8	51134	58600	63949					
93	9	53252	63013	70482	67793				
94	10	53441	63348	70935	68999				
95	11	54033	63686	71386	70205	74370			
96	12	54230	64019	71845	71404	75962	76479	80388	95054
97	13	54416	64356	72298	72611	77525	95111	103732	97741
98	14	54602	64693	72751	73802	79116	96327	105264	100436
99	15	54791	65026	73205	75001	80699	97564	106815	103131
100	16	54977	65362	73655	76201	82290	98780	108329	105834
101	17	55167	65699	74114	77407	83882	100018	109879	108529
102	18	55353	66034	74568	79108	85455	101226	111403	111216
103	19	55539	66369	75024	79805	87037	102449	112926	113927
104	20	55727	66704	75474	81004	88628	103680	114486	116630
105	21	55914	67037	75928	82203	90210	104903	116000	119317
106	22	56101	67377	76384	83402	91783	106141	117541	122012
107	23	56289	67712	76837	84608	93365	107349	119074	124716
108	24	56475	68045	77294	85807	94947	108594	120606	127394
109	25	56663	68382	77744	87013	96548	109803	122157	130106
110	26	56851	68715	78198	88212	98130	111026	123671	132809
111	27	57040	69054	78654	89404	99703	112263	125212	135512
112	28	57226	69390	79107	90610	101276	113472	126727	138207
113	29	57412	69723	79555	91809	102877	114710	128277	140886
114	30	57599	70060	80014	92994	104459	115918	129828	143597

115 **5. The conversion process between the salary table in subsection**
116 **3 of this section and the salary table in subsection 4 of this section is**
117 **delineated immediately below and is effective June 26, 2006, with no**
118 **provision or credit given for educational incentive pay, because it may**
119 **not be included in annual compensation. Once the initial conversion**
120 **has been completed, any subsequent revisions to the salary or wages**

121 received by commissioned officers may be in accordance with the
122 directives provided under subsection 6 of this section.

123 6. Officers may initially be moved into the table established
124 under subsection 4 of this section by multiplying a compa ratio created
125 by dividing the appropriate base salary from the table under subsection
126 3 of this section that the officer would have earned on June 26, 2006, by
127 the salary midpoint for their rank in such salary table, then
128 multiplying the resulting value by the midpoint for their rank from the
129 table under subsection 4 of this section. The result of this final
130 calculation would then be compared to the values under the table in
131 subsection 4 of this section and the officers placed in the closest step.

132 (1) Thereafter, contingent upon approval by the board of police
133 commissioners, officers may move once annually within the table to a
134 higher step on the first day of the first payroll period with a pay date
135 falling within a new fiscal year. Exceptions would include, but not be
136 limited to, officers who have reached the highest step for their rank or
137 who are on probationary status;

138 (2) When adjustments are made to salary minimums and
139 maximums as described in subsections 7 and 8 of this section, the
140 salary or wages may be adjusted by the following method to reflect new
141 salary spread values. The amounts in the table may be converted to
142 show the percentage of salary spread attributable to each step within
143 each rank. These percentage values may be multiplied by the revised
144 salary spread value for the appropriate rank and added to the next
145 lowest step value for that rank using the revised salary minimum for
146 the rank as the starting point for constructing a revised table.

147 7. The amounts in the salary table and its underlying data may
148 be reviewed annually, as described in subdivisions (1) to (4) of this
149 subsection. This review may be performed by a consulting firm chosen
150 by the board of police commissioners that specializes in compensation
151 planning using industry standard market pricing practices to
152 determine accurate and current minimum and maximum market salary
153 rates for future use by the board. The review process may commence
154 immediately with the review delineated under subdivision (1) of this
155 subsection at the same time the salary table under subsection 4 of this
156 section becomes effective. Implementation of any revisions to the
157 salary structure that result from this review process may occur on the

158 first day of the first biweekly payroll period with a pay date falling
159 within the next fiscal year for commissioned officers who were the
160 subject of the review. Said review may occur according to the schedule
161 delineated in subdivisions (1) to (4) of this subsection, with the order
162 of review and implementation continually repeating itself after
163 completing the first four-year review cycle process:

164 (1) The effective date of the salary table, with the first review
165 process to begin July 2006 and the implementation occurring during
166 July 2007: commissioned officers holding the rank of chief, assistant
167 chief, lieutenant colonel, and major;

168 (2) Year one following effective date of salary table, with the first
169 review process to begin July 2007 and the implementation occurring
170 during July 2008: commissioned officers holding the rank of captain
171 and lieutenant;

172 (3) Year two following effective date of salary table, with the
173 first review process to begin July 2008 and the implementation
174 occurring during July 2009: commissioned officers holding the rank of
175 sergeant;

176 (4) Year three following effective date of salary table, with the
177 first review process to begin July 2009 and the implementation
178 occurring during July 2010 and 2011: commissioned officers holding
179 the rank of police officer and probationary police officer.

180 8. New salary or wage minimums and maximums based upon the
181 review delineated in subdivisions (1) to (4) of subsection 7 of this
182 section may be prepared, if necessary, annually. If the recommended
183 range, as presented by the entity commissioned to perform the review
184 under this section is greater than any increase for a rank as described
185 in subsection 10 of this section, then the greater of the two may be the
186 range used by the board. If this scheduled yearly review results in any
187 revisions to salaries or wages, the board of police commissioners may
188 report said changes to the City of St. Louis as part of the board of
189 police commissioners' annual budget. Any increases resulting from the
190 salary or wage review in subdivisions (1) to (4) of subsection 7 of this
191 section may be effective the first day of the first biweekly payroll
192 period with a pay date falling within the next fiscal year for all
193 commissioned staff with the exception of police officers and
194 probationary police officers. Increases for police officers and

195 probationary police officers may occur in two stages: fifty percent of
196 the increase may be implemented the first day of the first biweekly
197 payroll period with a pay date falling within the next fiscal year, and
198 the remaining fifty percent of the increase may be implemented on the
199 first day of the first biweekly payroll period with a pay date falling
200 within the following fiscal year. In the event that the fifty percent
201 increase for the first year of the implementation is less than any
202 projected increase for the rank, the officer may receive the greater of
203 the two amounts with whatever amount remains being implemented in
204 the second of the two years. If, in the second year, the increase for the
205 rank as described in subsection 10 of this section exceeds the
206 remaining increase that otherwise would be implemented, the officer
207 may again receive the greater of the two amounts. There may be no
208 increase in the compensation of any probationary police officer without
209 express authority granted by the board of police commissioners.

210 9. A commissioned member who is promoted out of his or her
211 current rank may receive a salary or wage increase in the following
212 manner: this calculated amount may then be compared to the steps in
213 his or her new salary or wage range. The officer may be placed in the
214 step closest to this calculated amount and that provides a raise of at
215 least ten percent over his or her current annual salary or wage.

216 10. Notwithstanding any other provisions of law to the contrary,
217 if the City of St. Louis provides any across-the-board increase to its
218 employees in the form of a percentage increase, that increase may be
219 applied to all commissioned staff. If the City of St. Louis provides any
220 across-the-board flat dollar amount increase to its employees, the value
221 of that increase may be converted into a percentage increase consistent
222 with the terms of this chapter and be applied to all commissioned staff.
223 If a particular rank is scheduled for review in the same year as any city
224 increase, the greater of the two increases may be granted.

225 11. Nothing in subsections 1 to 10 of this section shall be
226 construed to require the City of St. Louis to establish and pay minimum
227 salary or wages to commissioned members of the police force.

228 [3.] 12. Each of the above-mentioned salaries shall be payable in
229 biweekly installments. The above-mentioned salaries assume twenty-six biweekly
230 installments falling within the effective dates of the salary matrix. If
231 twenty-seven biweekly installments fall within the effective dates of the salary

232 matrix it is assumed that the salaries within the matrix will be adjusted upward
233 accordingly to reflect the effect of an extra pay period falling within the effective
234 dates of the salary matrix. Any increase in salaries within the matrix due to
235 twenty-seven biweekly installments falling within the effective dates of the
236 matrix will not continue into a period in which only twenty-six biweekly
237 installments are paid. Each officer of police and patrolman whose regular
238 assignment requires nonuniformed attire may receive, in addition to his or her
239 salary, an allowance not to exceed three hundred sixty dollars per annum payable
240 biweekly. No additional compensation or compensatory time off for overtime,
241 court time, or standby court time shall be paid or allowed to any officer of the
242 rank of sergeant or above. Notwithstanding any other provision of law to the
243 contrary, nothing in this section shall prohibit the payment of additional
244 compensation pursuant to this subsection to officers of the ranks of sergeants and
245 above, provided that funding for such compensation shall not:

246 (1) Be paid from the general funds of either the city or the board of police
247 commissioners of the city; or

248 (2) Be violative of any federal law or other state law.

249 [4.] 13. It is the duty of the municipal assembly or common council of the
250 cities to make the necessary appropriation for the expenses of the maintenance
251 of the police force in the manner herein and hereafter provided; provided, that in
252 no event shall such municipal assembly or common council be required to
253 appropriate for such purposes (including, but not limited to, costs of funding
254 pensions or retirement plans) for any fiscal year a sum in excess of any limitation
255 imposed by article X, section 21, Missouri Constitution; and provided further, that
256 such municipal assembly or common council may appropriate a sum in excess of
257 such limitation for any fiscal year by an appropriations ordinance enacted in
258 conformity with the provisions of the charter of such cities.

259 [5.] 14. The board of police commissioners shall pay additional
260 compensation for all hours of service rendered by probationary patrolmen and
261 patrolmen in excess of the established regular working period, and the rate of
262 compensation shall be one and one-half times the regular hourly rate of pay to
263 which each member shall normally be entitled; except that, the court time and
264 court standby time shall be paid at the regular hourly rate of pay to which each
265 member shall normally be entitled. No credit shall be given or deductions made
266 from payments for overtime for the purpose of retirement benefits.

267 [6.] 15. Probationary patrolmen and patrolmen shall receive additional

268 compensation for authorized overtime, court time and court standby time
269 whenever the total accumulated time exceeds forty hours. The accumulated forty
270 hours shall be taken as compensatory time off at the officer's discretion with the
271 approval of his supervisor.

272 **[7.] 16.** The allowance of compensation or compensatory time off for court
273 standby time shall be computed at the rate of one-third of one hour for each hour
274 spent on court standby time.

275 **[8.] 17.** The board of police commissioners may effect programs to provide
276 additional compensation to its employees for successful completion of academic
277 work at an accredited college or university, in amounts not to exceed ten percent
278 of their yearly salaries or for field training officer and lead officer responsibilities
279 in amounts not to exceed three percent of their yearly salaries for field training
280 officer responsibilities and an additional three percent of their yearly salaries for
281 lead officer responsibilities. The board may designate up to one hundred fifty
282 employees as field training officers and up to fifty employees as lead officers.

283 **[9.] 18.** The board of police commissioners:

284 (1) Shall provide or contract for life insurance coverage and for insurance
285 benefits providing health, medical and disability coverage for officers and
286 employees of the department;

287 (2) Shall provide or contract for insurance coverage providing salary
288 continuation coverage for officers and employees of the police department;

289 (3) Shall provide health, medical, and life insurance coverage for retired
290 officers and employees of the police department. Health, medical and life
291 insurance coverage shall be made available for purchase to the spouses or
292 dependents of deceased retired officers and employees of the police department
293 who receive pension benefits pursuant to sections 86.200 to 86.364, RSMo, at the
294 rate that such dependent's or spouse's coverage would cost under the appropriate
295 plan if the deceased were living;

296 (4) May pay an additional shift differential compensation to members of
297 the police force for evening and night tour of duty in an amount not to exceed ten
298 percent of the officer's base hourly rate.

299 **[10.] 19.** The board of police commissioners shall pay additional
300 compensation to members of the police force up to and including the rank of
301 police officer for any full hour worked between the hours of 11:00 p.m. and 7:00
302 a.m., in amounts equal to five percent of the officer's base hourly pay.

303 **[11.] 20.** The board of police commissioners, from time to time and in its

304 discretion, may pay additional compensation to police officers, sergeants and
305 lieutenants by paying commissioned officers in the aforesaid ranks for
306 accumulated, unused vacation time. Any such payments shall be made in
307 increments of not less than forty hours, and at rates equivalent to the base
308 straight-time rates being earned by said officers at the time of payment; except
309 that, no such officer shall be required to accept payment for accumulated unused
310 vacation time.

Section B. Because of the need to compensate police officers adequately,
2 section A of this act is deemed necessary for the immediate preservation of the
3 public health, welfare, peace and safety, and is hereby declared to be an
4 emergency act within the meaning of the constitution, and section A of this act
5 shall be in full force and effect on June 26, 2006.

✓

Bill

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